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ABSTRACT

The size of the earnings gap between men and women has not changed substantially in recent years. The sustained earnings differential contrasts significantly with recent gains women have made in the job market. Several factors contribute to the wage differences: (1) The majority of women are in lower-paying occupations and lower-status jobs even though increasing numbers are in higher paying occupational groups, (2) the rise in women's labor force participation has resulted in larger proportions of women who are in or near entry level, (3) the type of education received is often different so that the marginal return on a similar educational investment is greater for men than women, (4) women generally put in less overtime; however, statistics show considerably less earned for like amounts of overtime work than men, and (5) women often have fewer years of experience than men in similar jobs; again, statistics show that as beginning workers, men receive better financial offers than women. Additional earnings differential factors include age, race, marital status, U.S. region, and industrial concentration. Studies have shown, however, that even after adjusting for such factors, much of the female earnings differential remains unexplained. Data indicate that women experience unusual difficulty in getting hired and promoted. (Eight tables, constituting a major portion of the report, compare the earnings of women and men showing mean income and distribution by various occupational groups and highlighting differentials by age, race, marital status, and region.) (FP)

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The Earnings Gap Between Women and Men

U.S. Department of Labor
Ray Marshall, Secretary

Women's Bureau
Alexis M. Herman, Director

1979

CE 023 155

U S DEPARTMENT OF HEALTH, EDUCATION & WELFARE
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Introduction

The magnitude and persistence of the earnings gap between women and men is a familiar and important issue among working women for several reasons. First, most women work because of economic need, and women have assumed a significant role in the economic support of themselves and their families. Their concentration in low-paying, dead end jobs makes their budget problems more difficult. Second, the sustained earnings differential is in sharp contrast to the gains women have made recently in the number and kinds of jobs they hold.

Women who worked at year-round full-time 1/ jobs in 1977 earned only 59 cents for every dollar earned by men (table 1, column 4). In fact, men's median weekly earnings exceeded women's by about $116, so that women had to work nearly 9 days to gross the same earnings men grossed in 5 days.

The earnings differential has not changed substantially in recent years. In 1977, the $14,626 earned by men was 70 percent more than the $8,618 earned by women (table 1, column 5). The differential has remained at about this level since 1961. When the absolute difference between the earnings of men and women over a 20-year period is expressed in constant dollars, to take into account the reduced purchasing power of the dollar, the disparity is even more evident. The differences increased 64 percent--from $2,023 in 1957 to $3,310 in 1977 (column 6).

Women are clearly overrepresented among those workers whose earnings are low. They are 3.2 times as likely as men to be earning between $3,000 and $4,999 and about as likely to be within the $5,000 to $6,999 earnings range. Women are much less likely than men to be earning $15,000 and over (table 2, column 5).

The persistent female-male earnings differential is in contrast to the gains women have made in employment in recent years. Two primary factors have sustained the gap. First, despite the fact that increasing numbers of women are securing higher level and better paying positions, the majority are still concentrated in lower paying occupations of a traditional nature which provide limited opportunity for advancement. Second, the recent dynamic rise in women's labor force participation has resulted in larger proportions of women who are in or near the entry levels.

The labor force participation rate of women (the percent of all women 16 years of age and over who are in the labor force) has steadily increased since World War II. Over the past 20 years it has risen from 37 percent to 50 percent. In 1958 women accounted for 33 percent of the civilian labor force; in 1978 they made up about 42 percent. Many of the new entrants as well as reentrants to the labor force must often accept relatively low-paying jobs, which tend to pull down their median earnings. However, the earnings of many of these women may increase over time, especially for those in nontraditional careers.

Several other factors are also significant in the gap between the earnings of women and men. Although women workers are as well educated as men in terms of median years of schooling completed, there are differences in the kinds of education, training, and counseling they receive, which directs them into traditional and low-paying jobs. The fact that women working on full-time schedules tend to work less overtime than men is also attributed to the earnings differential.

1/ Worked 50 to 52 weeks, 35 hours or more a week.

In addition, women on the average have fewer years of worklife experience than men. Studies have shown, however, that even after adjusting for some of these and other factors such as age, region, and industrial concentration, much of the female-male earnings differential remains unexplained. Discrimination in hiring, promotions, and pay scales continues to be a major obstacle to equality for women in the workplace. Data from the Equal Employment Opportunity Commission (EEOC) indicate that women experience unusual difficulty in getting hired and promoted into top career positions. Undoubtedly this is true in many instances and at various job levels.

Differences in the occupations and industries in which women and men are employed, their educational attainment, work experience, and hours of work are discussed in the sections below. In addition, comparisons of the earnings of women and men, highlighting differentials by age, race, and marital status, and by U.S. regions, are provided in the data which follow.

Occupation, Industry, and Class of Worker

Despite recent changes in the structure of the labor force, and women's increasing attachment to their jobs, historical patterns concerning "men's jobs" and "women's jobs" still persist. Although this pattern has become less rigid in recent years, such sex stereotyping still seems to restrict or discourage women, especially older women, from entering many higher paying traditionally male occupations.

Of prime importance, then, in explaining the earnings differential is the concentration of women in relatively low-paying occupations and lower status jobs even within the higher paying occupation groups. For example, among the major occupation groups employing large numbers of women in 1977, the earnings gap was largest among year-round full-time sales workers, where most high-paying commissioned, nonretail jobs were held by men (table 3). Even among sales workers in retail trade, men's salaries were more than double women's. Men in retailing sell most of the big ticket commissioned items while women sell most of the lower priced items. Among professional and technical workers, men earned 52 percent more than women. Doctors, lawyers, judges, engineers, college educators, or architects were likely to be men, while elementary and secondary school teachers, nurses, librarians, dietitians, and health technologists were usually women. The earnings differential was smallest among nonfarm laborers, which included only 422,000 women in 1977.

When a detailed occupational comparison is made of fully employed women in highly skilled jobs, the gap narrows but does not disappear. Among health workers (except physicians, dentists, and related practitioners) and computer specialists, men's earnings exceeded women's by 11 percent and 25 percent, respectively. Among elementary and secondary school teachers, the gap was 28 percent. Among managers, women in public administration had salaries which most nearly approached men's. Still, they earned only 67 cents for every dollar earned by men. The median salaries of women scientists in 1976 were from $1,700 to $6,600 less than those of men in the same fields. The gap was widest in physical science, where women earned a median salary of only $16,900 as compared with $23,500 for men (table 4).

Between 1973 and 1977, the numbers and proportions of women with earnings that ranked in the top half of all workers' earnings, by occupation, increased (table 5). However, with notable exceptions, these increases were usually small and

women accounted for small proportions of all workers with earnings above the median in both 1973 and 1977. Among professional and technical workers, women's share of those earning more than the median (the top earners) increased from 12 to 16 percent. The largest increase was among clerical workers--an occupation in which women continue to account for a far larger proportion of all persons in those jobs.

The gap also tended to be narrower--and to a substantial degree--between women and men government workers than between women and men in the private sector (table 7). Wages and salaries for women in government amounted to 68 percent of men's, but among private workers, it was 59 percent. The wages of women were much higher among government workers than among those in the private sector. However, although black women in government had higher earnings, women of Spanish origin in government had earnings significantly lower than their counterparts who were private wage and salary workers. The narrowest wage gap existed in State and local government among all classes of employees. But wages and salaries for these workers, male and female, white and black, tended to be lower than those of private and Federal workers.

Educational Attainment

The educational background of workers often determines not only the type of job but also the level within an occupation for which they can qualify at entry. However, women who work year round full time earn substantially less than fully employed men who have the same number of years of education (table 8). In fact, in 1977 women with 4 years of college had lower incomes than men who had completed only the 8th grade. Fully employed women high school graduates (no college) had less income on the average than fully employed men who had not completed elementary school.

The absolute dollar gap between women and men widened with increasing levels of educational attainment, with only two exceptions--persons with 1 to 3 years of college only and those with graduate and professional degrees. The relative income position of women (women's income as a percent of men's, column 4) was at a low point for an educational attainment of 8 years (54.3 percent). Women's relative income improved with additional schooling, with the exception of 4 years of college only. Here, men's income increased dramatically with the addition of a bachelor's degree, while women's increased modestly. The gap was narrowest between those who had completed 5 or more years of college. Even at this level, women's income was only 65 percent of men's. The extent to which men's income exceeded women's is reflected in the relative income differentials (column 5). The fact that the marginal return on the investments in education was greater for men than for women is confirmed by the data in columns 6 and 7 of table 8. Only among the small number of workers completing 5 years of college or more was the return from an additional education investment better for women than for men.

Educational attainment data further suggest that women needed more education than men to reach the middle- to upper-income categories. In 1977, among workers in income categories ranging from $4,000 upward, women consistently had a higher median educational attainment than men (table 9). Among persons with incomes of $15,000 to $19,999 and $20,000 to $24,999, women's median educational attainments were 14.5 years and 16.3 years compared with men's 12.8 and 13.0 years, respectively. Higher education (a median attainment of 13 years or more) became important for men with incomes over $20,000. For women, education became an important component for those with incomes over $12,000.

Work Experience

Along with education, work experience has been considered another partial explanation for the earnings differential between women and men. The theory is that earnings are affected by the amount of experience on the job or, in general, the average number of years a person works during his or her lifetime. The discontinuous worklife of some women adversely affects their earnings potential. Also, many women, especially older women who anticipated working in the home for a larger portion of their lives, did not prepare themselves for long-term careers in full-time jobs which would provide higher earnings. Women, upon reentering the labor market after a period of absence--perhaps devoted to childbearing and other family responsibilities--often experience difficulty in finding a rewarding job. These women may find employers unwilling to credit their previous work experience or their activities during the period they were out of the labor force as evidence of current job skills or future potential.

One would expect that young women and men without work experience but with the same educational background in the same occupational fields would receive the same entry level salaries. Surveys of starting salaries for women and men graduating from college, however, have for many years revealed differences in "offers" received by women and men job seekers. This gap has narrowed appreciably in recent years, and in certain highly technical fields with a limited number of openings, the salary offers for first jobs to women exceed men's. However, the majority of women continue to receive lower offers than men.

According to a 1976 survey, women who entered the job market after graduation in June 1976 would receive higher salary offers than men in 9 of the 19 fields enumerated in table 10. This is a marked change from earlier years when salaries offered to women were substantially below those of men in all fields. In 1970, for example, the spread between the offers to women and men ranged from $1,032 less for women in accounting to $216 less for them in economics and finance.

But in 1976, the range was from a $1,152 disadvantage for women in the social sciences to an advantage of $588 in civil engineering. These figures, of course, do not indicate whether different salaries are being offered to women and men hired by the same company for the same type job, but they are averages of offers by all surveyed companies planning to employ graduates in specified fields.

Overtime Work

Of the 7.7 million workers who received pay for working overtime in May 1977, only 22 percent were women. The proportion of men employed full time who worked 41 hours or more averaged about 24 percent in May 1977; only 16 percent of women who were employed full-time worked overtime.

Not only is the proportion of women who work overtime smaller, but women's weekly earnings, even with premium pay, remain lower than men's. About 2 out of 5 women who worked overtime in May 1977--but only 1 out of 8 men--earned less than $150 a week. Only 16 percent of the women but 33 percent of the men earned $300 or more a week. Median overtime earnings for all men were $252 a week; they were only $161 for women (table 11).

Earnings Differentials

Age.--Although women who worked year round full time had incomes in 1977 equal to only 58 percent of similarly employed men, the widest differential was between women and men aged 45 to 49 years--the ages where men's income on the

average, peaked (table 12). Women's income peaked at a much earlier age--30 to 34 years--but their median incomes by age did not vary as extremely as men's. These characteristics are symptoms of women's dead-end careers and general lack of labor force mobility. The earnings gap widened after age 35, as men's careers continued to advance and earnings increased, and remained extreme through the usual working age of 65 years, and even beyond.

Women aged 30 to 34 had the highest average income among women--$9,629. This amount is only slightly higher than the median figure for each age group between 25 and 69 years. However, the $17,347 peak income for men which occurred among those aged 45 to 49 years, was significantly greater than the income of younger men aged 25 to 29--at the beginning of their careers. Again, these data suggest the contrast between men's increased earnings with experience and job growth in comparison with women's stagnant earnings pattern.

Race.--The wages of both white and black women are substantially less than the wages of men, either white or black. Although fully employed minority women continue to have lower wages than white women, the gap between these women was only $402, or 5 percent less than white women's wage and salary income in 1977 (table 13).

The wage differential between nonwhite women and men was considerably less than that between white women and men. The gap between black women and men was $2,401, or 23 percent less than black men's wages. White men's wages exceeded white women's by $6,443, or 42 percent less than white men's wages. The gap between white and black men was $4,177, or 27 percent less than white men's wage and salary income.

Marital Status.--Among women aged 25 to 64 years who worked year round full time in 1977, those who were divorced or single had the highest incomes, substantially higher than that of married and widowed women. However, the income of married men was significantly above that of single and divorced men.

The income differential by gender was smallest between those individuals who were single or divorced (table 14). In fact, single women's income was 84 percent of single men's, while divorced women's income was 76 percent of that of divorced men.

The income of single black women aged 25 to 64 years exceeded that of single black men. Also, the income differential was small between black women and men who were separated.

Regions.--The income differentials by sex and region are fairly consistent throughout the country. Nearly all sections were close to the national female/male earnings ratio of 58.5 percent in 1977 (table 15). Generally women fared best in this comparison in the Northeast, especially in the Middle Atlantic States where women's income was 62 percent of men's. The widest differential was in the North Central States, particularly the East North Central region where women's income amounted to 57 percent of men's.

The differential between black women and men was most favorable in the South, especially in the South Atlantic States, due mostly to the much lower earnings of black men. The gap was widest in the North Central States, largely because of the relatively high earnings of black men in that region.

Table 1.--Comparison of Median Earnings of Year-Round Full-Time Workers, by Sex, 1955-1977

(Persons 14 years of age and over)

Year	Median earnings: Women (1)	Median earnings: Men (2)	Earnings gap in dollars (3)	Women's earnings as a percent of men's (4)	Percent men's earnings exceeded women's (5)	Earnings gap in constant 1967 dollars (6)
1977	$8,618	$14,626	$6,008	58.9	69.7	$3,310
1976	8,099	13,455	5,356	60.2	66.1	3,141
1975	7,504	12,758	5,254	58.8	70.0	3,259
1974	6,772	11,835	5,063	57.2	74.8	3,433
1973	6,335	11,186	4,851	56.6	76.6	3,649
1972	5,903	10,202	4,299	57.9	72.8	3,435
1971	5,593	9,399	3,806	59.5	68.0	3,136
1970	5,323	8,966	3,643	59.4	68.4	3,133
1969	4,977	8,227	3,250	60.5	65.3	2,961
1968	4,457	7,664	3,207	58.2	72.0	3,079
1967	4,150	7,182	3,032	57.8	73.1	3,032
1966	3,973	6,848	2,875	58.0	72.4	2,958
1965	3,823	6,375	2,552	60.0	66.8	2,700
1964	3,690	6,195	2,505	59.6	67.9	2,696
1963	3,561	5,978	2,417	59.6	67.9	2,637
1962	3,446	5,974	2,528	59.5	73.4	2,790
1961	3,351	5,644	2,293	59.4	68.4	2,559
1960	3,293	5,417	2,124	60.8	64.5	2,394
1959	3,193	5,209	2,016	61.3	63.1	2,308
1958	3,102	4,927	1,825	63.0	58.8	2,108
1957	3,008	4,713	1,705	63.8	56.7	2,023
1956	2,827	4,466	1,639	63.3	58.0	2,014
1955	2,719	4,252	1,533	63.9	56.4	1,911

Notes: For 1967-77, data include wage and salary income and earnings from self-employment; for 1955-66, data include wage and salary income only.

Column 3 = column 2 minus column 1.
Column 4 = column 1 divided by column 2.
Column 5 = column 2 minus column 1, divided by column 1.
Column 6 = column 3 times the purchasing power of the consumer dollar (1967 = $1.00).

Source: U.S. Department of Commerce, Bureau of the Census: "Money Income of Families and Persons in the United States." Current Population Reports, 1957 to 1977, U.S. Department of Labor, Bureau of Labor Statistics: Handbook of Labor Statistics, 1977.

Table 2.--Earnings Distribution of Year-Round Full-Time Workers, by Sex, 1977

(Persons 14 years of age and over).

Earnings group	Number (in thousands) Women (1)	Men (2)	Distribution Women (3)	Men (4)	Likelihood of a woman rather than a man to be in each earnings group 1/ (5)	Women as percent of all earners (6)	Cumulative distribution Women (7)	Men (8)
Number and distribution	19,238	39,263	100.0	100.0	1.0	32.9		
Less than $3,000	713	1,026	3.7	2.6	1.4	41.0	3.7	2.6
$3,000 to $4,999	1,667	1,057	8.7	2.7	3.2	61.2	12.4	5.3
$5,000 to $6,999	3,810	2,356	19.8	6.0	3.3	61.8	32.2	11.3
$7,000 to $9,999	5,921	4,955	30.8	12.6	2.4	54.4	63.0	23.9
$10,000 to $14,999	5,234	10,883	27.3	27.7	1.0	32.5	90.3	51.6
$15,000 to $24,999	1,692	13,888	8.8	35.4	.2	10.9	99.1	87.0
$25,000 and over	180	5,099	.9	13.0	(2/)	3.4	100.0	100.0

Notes: Individual items may not add to totals because of rounding.
Column 5 = column 3 divided by column 4.
Column 6 = column 1 divided by the sums of columns 1 and 2, times 100.

1/ This measure would show earnings equality if the coefficient for each income group were equal to 1.0. This is a more accurate method of assessing the earnings disparity than simply comparing medians.

2/ Less than 0.1.

Source: U.S. Department of Commerce, Bureau of the Census: Current Population Reports, P.60, No. 118.

Table 3.--Median Earnings of Year-Round Full-Time Civilian Workers, by Occupation Group and Sex, 1977

(Persons 14 years of age and over)

Occupation group	Women	Men	Dollar gap	Women's earnings as a percent of men's	Percent men's earnings exceeded women's
Total	$8,618	$14,626	$6,008	58.9	69.7
Professional and technical workers	11,995	18,224	6,229	65.8	51.9
Accountants	11,155	17,312	6,157	64.4	55.2
Computer specialists	15,135	18,849	3,714	80.3	24.5
Health workers (except physicians, dentists, and related practioners)	12,093	13,360	1,267	90.5	10.5
Teachers	11,970	15,790	3,820	75.8	31.9
College and university	15,172	20,337	5,165	74.6	34.0
Elementary and secondary	11,732	15,029	3,297	78.1	28.1
Engineering and science technicians	11,566	15,147	3,581	76.4	31.0
Managers and administrators	9,799	18,086	8,287	54.2	84.6
Salaried	10,272	19,023	8,751	54.0	85.2
Manufacturing	11,277	22,523	11,246	50.1	99.7
Retail trade	8,437	15,076	6,639	56.0	78.7
Finance, insurance, and real estate	10,684	19,696	9,012	54.2	84.4
Public administration	12,568	18,673	6,105	67.3	48.6
Other industries	10,839	20,220	9,381	53.6	86.5
Self-employed	4,258	12,428	8,170	34.3	191.9
Retail trade	4,732	10,554	5,822	44.8	123.0
Sales workers	6,825	16,067	9,242	42.5	135.4
Insurance, real estate, and stock agents and brokers	11,020	18,907	7,887	58.3	71.6
Retail trade	5,529	11,110	5,581	49.8	100.1
Sales clerks	5,413	10,114	4,701	53.5	86.8
Clerical workers	8,601	13,966	5,365	61.6	62.4
Bookkeepers	8,516	13,520	5,004	63.0	58.8
Cashiers and counter clerks (except food)	6,632	10,139	3,507	65.4	52.9
Office machinery operators	9,019	13,076	4,057	69.0	45.0
Craft and kindred workers	8,902	14,517	5,615	61.3	63.1
Blue-collar worker supervisor, n.e.c.	9,138	16,202	7,064	56.4	77.3
Operatives, including transport	7,350	12,612	5,262	58.3	71.6
Manufacturing	7,479	12,644	5,165	59.2	69.1
Durable goods	8,305	12,648	4,343	65.7	52.3
Nondurable goods	6,736	12,631	5,895	53.3	87.5
Nonmanufacturing	6,401	12,536	6,135	51.1	95.8
Operatives (except transport)	7,342	12,384	5,042	59.3	68.7

Table 3.--Median Earnings of Year-Round Full-Time Civilian Workers, by Occupation Group and Sex, 1977--Continued

(Persons 14 years of age and over)

Occupation group	Women	Men	Dollar gap	Women's earnings as a percent of men's	Percent men's earnings exceeded women's
Laborers (except farm)	$7,441	$10,824	$3,383	68.7	45.5
Manufacturing	7,533	12,061	4,528	64.5	60.1
Service workers (except private household)	6,108	10,332	4,224	59.1	69.2
Cleaning service workers	6,353	9,201	2,848	69.0	44.8
Food service workers	5,255	7,332	2,077	71.7	39.5
Health service workers	7,050	8,643	1,593	81.6	22.6
Personal service workers	6,097	9,553	3,456	63.8	56.7
Farm workers	1,635	6,412	4,777	25.5	292.2

Source: U.S. Department of Commerce, Bureau of the Census, Current Population Reports, P-60, No. 118.

Table 4.--Annual Salaries of Scientists and Engineers, by Field and Sex, 1976

Field	Median salary		Dollar gap	Percent men's salary exceeded women's
	Women	Men		
All fields	$19,000	$23,100	$4,100	21.6
Physical science	16,900	23,500	6,600	39.1
Mathematical science	20,100	24,100	4,000	19.9
Computer science	20,100	21,800	1,700	8.5
Environmental science	22,200	25,300	3,100	14.0
Engineering	18,200	23,200	5,000	27.5
Life science	17,300	21,100	3,800	22.0
Psychology	20,300	23,500	3,200	15.8
Social science	19,000	24,900	5,900	31.1

Source: National Science Foundation, 1978.

Table 5.--Women With Earnings Ranking in the Top Half of All Earners, by Occupation, 1973 and 1977

(Persons 14 years of age and over)

Occupation group	1977				1973				Percentage point increase, 1973 to 1977
	Median earnings of all workers	Workers with earnings above median (in thousands)	Women with earnings above median for all workers	Women as a percent of all workers above median	Median earnings of all workers	Workers with earnings above median (in thousands)	Women with earnings above median for all workers	Women as a percent of all workers above median	
Professional, technical workers	$15,342	5,127	822	16.0	$12,500	4,650	522	11.9	4.1
Managers and administrators	16,222	4,305	259	6.0	13,400	3,798	171	4.5	1.5
Sales workers	13,560	1,552	104	6.7	10,114	1,491	56	3.8	2.9
Clerical workers	9,365	4,995	3,048	61.0	7,194	4,584	1,788	39.0	22.0
Craft and kindred workers	14,228	4,350	59	1.4	10,655	4,529	15	.3	1.1
Operatives (except transport)	10,176	3,317	443	13.4	7,220	4,704	495	10.5	2.9
Transport operatives	13,066	1,110	9	.8	(1/)	(1/)	(1/)	(1/)	(1/)
Laborers (except farm)	10,427	1,071	36	3.4	8,511	1,068	16	1.5	1.9
Service workers (except private household)	8,030	2,550	694	27.2	6,595	2,458	439	17.9	9.3
Farmers and farm managers	5,219	555	4	.7	(1/)	(1/)	(1/)	(1/)	(1/)
Farm laborers and supervisors	6,860	235	6	2.6	(1/)	(1/)	(1/)	(1/)	(1/)
Private household workers	2,729	88	87	98.9	(2/)	(2/)	(2/)	(2/)	(2/)

1/ Base less than 75,000 for women.
2/ Base less than 75,000 for men.

Source: U.S. Department of Commerce, Bureau of the Census. Unpublished data.

Table 6.--Median Earnings of Year-Round Full-Time Workers, by Industry and Occupation, 1977

(Persons 14 years of age and over)

Industry and occupation of longest job	Women	Men	Dollar gap	Women's earnings as a percent of men's	Percent men's earnings exceeded women's
Total	$8,618	$14,626	$6,008	58.9	69.7
Agriculture, forestry, and fisheries	4,208	7,142	2,934	58.9	69.7
Mining	(1/)	16,867	--	--	--
Construction	8,723	14,205	5,482	61.4	62.8
Professional and managerial	(1/)	18,527	--	--	--
Clerical and sales	8,788	19,238	10,450	45.7	118.9
Craft workers and operatives	(1/)	13,168	--	--	--
Other workers	(1/)	10,216	--	--	--
Manufacturing	8,519	15,111	6,592	56.4	77.4
Professional and managerial	11,744	20.453	8,709	57.4	74.2
Clerical and sales	9,511	14,700	5,189	64.7	54.6
Craft workers and operatives	7,601	13,826	6,225	55.0	81.9
Other workers	7,979	12,036	4,057	66.3	50.8
Durable goods	9,115	15,267	6,152	59.7	67.5
Professional and managerial	12,009	20,781	8,772	57.8	73.0
Clerical and sales	9,915	14,602	4,687	67.9	47.3
Craft workers and operatives	8,421	13,925	5,504	60.5	65.4
Other workers	(1/)	12,284	--	--	--
Nondurable goods	7,904	14 733	6,829	53.6	86.4
Professional and managerial	11,507	19,841	8,334	58.0	72.4
Clerical and sales	9,017	14,902	5,885	60.5	65.3
Craft workers and operatives	6,830	13,633	6,803	50.1	99.6
Other workers	8,001	11,351	3,340	70.6	41.7
Transportation, communication, and other public utilities	10,940	16,130	5,190	67.8	47.4
Professional and managerial	12,245	20,044	7,799	61.1	63.7
Clerical and sales	10,733	15,216	4,483	70.5	41.8
Craft workers and operatives	(1/)	16,059	--	--	--
Other workers	(1/)	12,208	--	--	--
Wholesale trade	8,984	15,731	6,747	57.1	75.1
Professional and managerial	10,479	19,804	9,325	52.9	89.0
Clerical and sales	8,987	16,645	7,658	54.0	85.2
Craft workers and operatives	(1/)	12,555	--	--	--
Other workers	(1/)	10,839	--	--	--
Retail trade	6,655	11,553	4,898	57.6	73.6
Professional and managerial	8,124	14,150	6,026	57.4	74.2
Clerical and sales	6,782	10,840	4,058	62.6	59.8
Craft workers and operatives	7,468	10,830	3,362	69.0	45.0
Other workers	5,096	8,218	3,122	62.0	61.3

Table 6.--Median Earnings of Year-Round Full-Time Workers, by Industry and Occupation, 1977--Continued

(Persons 14 years of age and over)

Industry and occupation of longest job	Women	Men	Dollar gap	Women's earnings as a percent of men's	Percent men's earnings exceeded women's
Finance, insurance and real estate	$8,578	$16,889	$8,311	50.8	96.9
Professional and managerial	11,072	19,810	8,738	55.9	78.9
Clerical and sales	8,258	16,609	8,351	49.7	101.1
Craft workers and operatives	(1/)	(1/)	--	--	--
Other workers	(1/)	8,069	--	--	--
Business and repair services	8,258	12,358	4,100	66.8	49.6
Professional and managerial	11,419	19,316	7,897	59.1	69.2
Clerical and sales	7,740	15,505	7,765	49.9	100.3
Craft workers and operatives	(1/)	10,197	--	--	--
Other workers	(1/)	9,037	--	--	--
Personal services	5,232	10,499	5,267	49.8	100.7
Professional and managerial	(1/)	13,333	--	--	--
Clerical and sales	6,732	(1/)	--	--	--
Craft workers and operatives	5,342	10,333	4,991	51.7	93.4
Other workers	4,659	8,573	3,914	54.3	84.0
Entertainment and recreation services	8,127	12,161	4,034	66.8	49.6
Professional and related services	9,422	15,426	6,004	61.1	63.7
Professional and managerial	11,919	17,779	5,860	67.0	49.2
Clerical and sales	8,264	10,552	2,288	78.3	27.7
Craft workers and operatives	7,222	13,091	5,869	55.2	81.3
Other workers	6,761	8,742	1,981	77.3	29.3
Public administration	10,327	16,051	5,724	64.3	55.4
Professional and managerial	12,315	18,700	6,385	65.9	51.8
Clerical and sales	9,930	15,855	5,925	62.6	59.7
Craft workers and operatives	(1/)	15,236	--	--	--
Other workers	(1/)	14,124	--	--	--

1/ Base less than 75,000.

Source: U.S. Department of Commerce, Bureau of the Census: Current Population Reports, P-60, No. 118.

Table 7.--Median Earnings in 1977 of Year-Round Full-Time Civilian Workers, by Class and Occupation, Sex, Race, and Spanish Origin

(Persons 14 years of age and over)

Class and occupation	All races		White		Black		Spanish origin 1/	
	Women	Men	Women	Men	Women	Men	Women	Men
Total	$8,618	$14,626	$8,672	$15,060	$8,097	$10,445	$7,516	$10,789
Private wage and salary workers	8,213	14,784	8,311	15,179	7,211	10,136	7,211	10,586
Agriculture	(2/)	7,682	(2/)	7,932	(2/)	(2/)	(2/)	7,799
Nonagriculture	8,226	14,945	8,325	15,275	7,268	10,275	7,228	10,802
Professional and technical workers	11,633	18,564	11,540	18,626	11,522	16,217	(2/)	16,303
Managers and administrators	10,045	18,981	10,000	19,227	(2/)	13,591	(2/)	15,329
Sales workers	6,809	16,004	6,860	16,156	(2/)	(2/)	(2/)	(2/)
Clerical workers	8,552	13,057	8,547	13,403	8,512	8,964	8,352	9,790
Craft and kindred workers	8,898	14,963	8,882	15,135	(2/)	10,945	(2/)	11,164
Operatives (including transport)	7,355	12,709	7,505	13,010	6,504	10,612	6,494	10,567
Laborers	7,416	11,255	7,248	12,061	(2/)	8,320	(2/)	9,605
Service workers (except private household)	6,061	8,662	6,104	9,420	5,380	7,420	5,989	(2/)
Private household workers	2,743	(2/)	1,887	(2/)	3,788	(2/)	(2/)	8,019
Government wage and salary workers	10,342	15,182	10,420	15,444	9,704	12,206	5,989	12,195
Public administration workers	10,327	16,051	10,275	16,307	10,507	13,637	9,192	14,722
Professional services	10,425	14,708	10,553	15,162	9,465	11,001	(2/)	11,589
All other workers	8,967	12,658	8,935	12,882	(2/)	10,321	9,255	(2/)
Federal government	11,508	17,118	11,563	17,623	11,479	14,966	(2/)	(2/)
Public administration workers	12,001	17,314	11,701	17,758	13,249	15,322	(2/)	(2/)
Professional services	11,411	16,154	12,681	18,653	(2/)	(2/)	(2/)	(2/)
All other workers	8,886	15,835	(2/)	16,082	(2/)	(2/)	(2/)	(2/)
State and local government	10,161	13,951	10,254	14,340	9,294	10,624	8,923	10,881
Public administration workers	9,058	14,679	9,050	15,059	8,694	11,314	(2/)	(2/)
Professional services	10,390	14,605	10,499	15,039	9,447	10,623	9,173	11,277
All other workers	9,085	12,148	8,938	12,370	(2/)	9,774	(2/)	(2/)
Self-employed	4,737	11,522	4,683	11,800	(2/)	5,339	(2/)	10,737
Agriculture	(2/)	5,820	(2/)	5,919	(2/)	(2/)	(2/)	(2/)
Nonagriculture	5,213	13,307	5,179	13,713	(2/)	5,645	(2/)	10,902
Unpaid family workers	(2/)	(2/)	(2/)	(2/)	(2/)	(2/)	(2/)	(2/)
Agriculture	(2/)	(2/)	(2/)	(2/)	(2/)	(2/)	(2/)	(2/)
Nonagriculture	(2/)	(2/)	(2/)	(2/)	(2/)	(2/)	(2/)	(2/)

1/ Persons of Spanish origin may be of any race.
2/ Base less than 75,000.

Source: U.S. Department of Commerce, Bureau of the Census: Current Population Reports, P-60, No. 118.

Table 8.--Comparison of Median Income of Year-Round Full-Time Workers, by Educational Attainment and Sex, 1977

(Persons 25 years of age and over)

Years of school completed	Median income		Income gap in dollars	Women's income as a percent of men's	Percent men's income exceeded women's	Marginal dollar value of increased educational attainment	
	Women (1)	Men (2)	(3)	(4)	(5)	Women (6)	Men (7)
Elementary school							
Less than 8 years	$6,074	$9,419	$3,345	64.5	55.1	--	--
8 years	6,564	12,083	5,519	54.3	84.1	$490	$2,664
High school							
1 to 3 years	7,307	13,120	5,733	56.3	77.6	823	1,037
4 years	8,894	15,434	6,540	57.6	73.5	1,507	2,314
College							
1 to 3 years	10,157	16,235	6,078	62.6	59.8	1,263	801
4 years	11,609	19,603	7,998	59.2	68.9	1,448	3,368
5 years or more	14,338	21,941	7,603	65.3	53.0	2,733	2,338

Notes: Column 3 = column 2 minus column 1.
Column 4 = column 1 divided by column 2.
Column 5 = column 2 minus column 1, divided by column 1.
Columns 6 and 7 = absolute (median) dollar difference between successive years of school completed.

Source: U.S. Department of Commerce, Bureau of the Census: Current Population Reports, P-60, No. 118.

Table 9.--Median Educational Attainment of Year-Round Full-Time Workers, by Sex and Income, 1977

(Persons 25 years of age and over)

Income	Educational attainment	
	Women	Men
Total	12.7	12.8
$1 to $999 or loss*	12.5	12.3
$1,000 to $1,499	12.3	12.3
$1,500 to $1,999	12.2	12.2
$2,000 to $2,499	12.2	12.6
$2,500 to $2,999	11.5	11.3
$3,000 to $3,499	12.2	12.2
$3,500 to $3,999	12.1	12.1
$4,000 to $4,999	12.1	10.9
$5,000 to $5,999	12.2	11.7
$6,000 to $6,999	12.4	11.3
$7,000 to $7,999	12.5	12.1
$8,000 to $8,999	12.6	12.4
$9,000 to $9,999	12.7	12.3
$10,000 to 11,999	12.8	12.5
$12,000 to $14,999	13.1	12.7
$15,000 to $19,999	14.5	12.8
$20,000 to $24,999	16.3	13.0
$25,000 and over	16.5	16.2

* Some persons reported their annual income as a loss.

Source: U.S. Department of Commerce, Bureau of the Census. Unpublished data.

Table 10.--Average Annual Salary Offers, Bachelor Degree Candidates, by Curriculum and Sex, 1976

Curriculum	Women	Men
Business		
Accounting	$12,252	$12,204
General business	10,320	10,512
Marketing	9,768	10,236
Humanities and social sciences		
Humanities	8,916	9,792
Social sciences	9,240	10,392
Engineering		
Aeronautical	14,136	13,824
Chemical	15,396	15,336
Civil	13,836	13,248
Electrical	14,100	13,848
Industrial	13,968	13,644
Mechanical	14,712	14,340
Metallurgical	14,520	14,544
Science		
Agricultural	9,912	10,272
Biological	9,540	9,840
Chemistry	12,624	12,132
Computer science	12,540	12,420
Health professions	9,900	10,596
Mathematics	11,784	11,904
Other physical and earth sciences	12,516	12,636

Source: National Science Foundation, Women and Minorities in Science and Engineering, 1977.

Table 11.--Weekly Earnings of Overtime Workers Receiving Premium Pay, by Sex, May 1977

(Numbers in thousands)

Earnings	Women		Men	
	Number	Percent distribution	Number	Percent distribution
Total	1,661	100.0	6,037	100.0
Earnings	$161		$252	
Less than $100	180	10.8	125	2.1
$100 to $149	547	32.9	583	9.7
$150 to $199	460	27.7	1,080	17.9
$200 to $299	408	24.6	2,260	37.4
$300 to $399	88	5.3	1,284	21.3
$400 or more	15	.9	738	12.2

Note: Percent distribution may not total 100.0 due to rounding.

Source: U.S. Department of Labor, Bureau of Labor Statistics. Unpublished data.

Table 12.--Annual Median Income in 1977 of Year-Round Full-Time Workers, by Age and Sex

Age 1/	Income		Women's income as a percent of men's
	Women	Men	
Total	$8,814	$15,070	58.5
14 to 19 years	5,632	6,042	93.2
20 to 24 years	7,497	9,800	76.5
25 to 34 years	9,543	14,129	67.5
25 to 29 years	9,485	12,866	73.7
30 to 34 years	9,629	15,447	62.3
35 to 44 years	9,282	16,863	55.0
35 to 39 years	9,488	16,703	56.0
40 to 44 years	9,049	17,064	53.0
45 to 54 years	9,142	17,029	53.7
45 to 49 years	9,179	17,347	52.9
50 to 54 years	9,098	16,723	54.4
55 to 64 years	8,846	15,669	56.5
55 to 59 years	8,990	15,981	56.3
60 to 64 years	8,556	15,200	56.3
65 to 69 years	8,922	14,536	55.8
70 years and over	7,257	11,722	61.9

1/ As of March 1978.

Source: U.S. Department of Commerce, Bureau of the Census, Current Population Reports, P-60, No. 118.

Table 13.--Median Wage or Salary Income of Year-Round Full-Time Workers, by Race and Sex, 1977

(Persons 14 years of age and over)

Race	Women	Men	Dollar gap	Women's earnings as a percent of men's	Percent men's earnings exceeded women's
Total	$8,733	$14,902	$6,169	58.6	70.6
White	8,787	15,230	6,443	57.7	73.3
Black and other races	8,385	11,053	2,668	75.9	31.8
Black	8,217	10,618	2,401	77.4	29.2

Source: U.S. Department of Commerce, Bureau of the Census, Current Population Reports, P-60, No. 118.

Table 14.--Median Income in 1977 of Year-Round Full-Time Workers, by Sex, Age, Marital Status, Race, and Spanish Origin

Sex, age, race and Spanish origin	Total	Single	Married		Widowed	Divorced
			Spouse present	Spouse absent		
All races						
Female						
18 years and over	$8,819	$8,575	$8,644	$8,501	$9,291	$10,156
18 to 24 years	7,254	7,046	7,435	7,402	(1/)	7,873
25 to 64 years	9,280	10,225	8,839	8,739	9,409	10,309
65 years and over	7,838	(1/)	6,826	(1/)	8,382	(1/)
Male						
18 years and over	15,082	10,117	15,942	11,835	14,820	13,360
18 to 24 years	9,301	8,217	10,582	9,666	(1/)	10,443
25 to 64 years	15,748	12,126	16,316	12,187	15,276	13,550
65 years and over	13,815	(1/)	14,866	(1/)	(1/)	(1/)
White						
Female						
18 years and over	8,874	8,634	8,660	9,054	9,445	10,196
18 to 24 years	7,252	7,050	7,414	7,545	(1/)	7,829
25 to 64 years	9,399	10,430	8,868	9,662	9,576	10,374
65 years and over	7,932	(1/)	6,863	(1/)	8,353	(1/)
Male						
18 years and over	15,391	10,290	16,211	13,298	15,978	13,643
18 to 24 years	9,397	8,270	10,664	10,273	(1/)	(1/)
25 to 64 years	16,102	12,527	16,613	13,832	16,113	13,827
65 years and over	14,745	(1/)	15,191	(1/)	(1/)	(1/)
Black						
Female						
18 years and over	8,297	8,102	8,298	7,571	8,165	9,659
18 to 24 years	7,063	6,963	(1/)	(1/)	(1/)	(1/)
25 to 64 years	8,525	8,854	8,444	7,746	8,009	9,685
65 years and over	(1/)	(1/)	(1/)	(1/)	(1/)	(1/)
Male						
18 years and over	10,607	8,263	11,639	8,036	(1/)	11,169
18 to 24 years	8,041	7,602	8,794	(1/)	(1/)	(1/)
25 to 64 years	10,964	8,646	11,845	8,278	(1/)	11,266
65 years and over	(1/)	(1/)	(1/)	(1/)	(1/)	(1/)
Spanish origin 2/						
Female						
18 years and over	7,603	7,629	7,416	(1/)	(1/)	8,519
18 to 24 years	6,750	6,691	(1/)	(1/)	(1/)	(1/)
25 to 64 years	7,874	8,507	7,580	(1/)	(1/)	8,704
65 years and over	(1/)	(1/)	(1/)	(1/)	(1/)	(1/)
Male						
18 years and over	10,942	8,128	11,736	9,519	(1/)	(1/)
18 to 24 years	8,902	7,549	10,083	(1/)	(1/)	(1/)
25 to 64 years	11,591	9,334	12,157	10,021	(1/)	(1/)
65 years and over	(1/)	(1/)	(1/)	(1/)	(1/)	(1/)

1/ Base less than 75,000.
2/ Persons of Spanish origin may be of any race.

Source: U.S. Department of Commerce, Bureau of the Census, Current Population Reports, P-60, No. 118.

Table 15.--Median Income of Year-Round Full-Time Workers, by Region, Sex, Race, and Spanish Origin, 1977

(Persons 14 years of age and over)

	United States	Northeast			North Central			West			South			
		Total	New England	Middle Atlantic	Total	East North Central	West North Central	Total	Mountain	Pacific	Total	South Atlantic	East South Central	West South Central
All races														
Female	$8,814	$9,433	$9,047	$9,558	$8,877	$9,068	$8,477	$9,509	$8,494	$9,862	$8,141	$8,294	$7,501	$8,221
Male	15,070	15,362	15,251	15,407	15,491	15,880	14,163	15,797	14,594	16,209	13,502	13,593	12,854	13,800
Women's income as a percent of men's	58.5	61.4	59.3	62.0	57.3	57.1	59.9	60.2	58.2	60.8	60.3	61.0	58.4	59.6
White														
Female	8,870	9,485	9,005	9,663	8,858	9,033	8,493	9,509	8,521	9,899	8,287	8,445	7,688	8,341
Male	15,378	15,547	15,246	15,677	15,646	16,082	14,316	15,970	14,742	16,464	14,400	14,767	13,607	14,434
Women's income as a percent of men's	57.7	61.0	59.1	61.6	56.6	56.2	59.3	59.5	57.8	60.1	57.5	57.2	56.5	57.8
Black														
Female	8,290	8,995	(1/)	8,994	8,964	9,201	(1/)	9,798	(1/)	10,010	7,255	7,496	6,400	7,158
Male	10,602	11,946	(1/)	11,667	12,855	13,244	10,744	13,544	(1/)	13,553	9,086	9,206	8,392	9,238
Women's income as a percent of men's	78.2	75.3	--	77.1	69.7	69.5	--	72.3	--	73.9	79.8	81.4	76.3	77.5
Spanish origin														
Female	7,599	7,861	(1/)	7,834	(1/)	(1/)	(1/)	7,759	(1/)	7,945	6,858	(1/)	(1/)	6,895
Male	10,935	10,293	(1/)	10,244	13,197	13,397	(1/)	11,575	12,187	11,399	10,001	11,890	(1/)	9,477
Women's income as a percent of men's	69.5	76.4	--	76.5	--	--	--	67.0	--	69.7	68.6	--	--	72.8

1/ Base less than 75,000.

Source: U.S. Department of Commerce, Bureau of the Census, Current Population Reports, P-60, No. 118.

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